

*Salary Information is listed by Salary Grade. Scroll down the schedule to find the desired Job Title. Salaries are listed in bi-weekly or hourly rates.*

GRADE 01U

		20-yr.
	(1)	(2)
01/06/07	15.32	15.48

GRADE 02U

231 CUSTODIAN

	Start	6 mo.	1-yr.	2-yr.
	(1)	(2)	(3)	(4)
01/06/07	17.62	18.13	18.43	18.98

GRADE 03U

131 CUSTODIAN-ENGINEER I  
631 CUSTODIAN-ENGINEER I--LIBRARY  
632 CUSTODIAN-ENGINEER I--PUB SAFETY  
293B PARK SECURITY OFFICER LEAD

		20-yr.
	(1)	(2)
01/06/07	20.15	21.04
		(3)
		21.20

GRADE 04U

132 CUSTODIAN-ENGINEER II  
605 CUSTODIAN-ENGINEER II--LIBRARY  
235B WATER PLANT WORKER

		20-yr.
	(1)	(2)
01/06/07	20.60	21.76
		(3)
		21.91

GRADE 05U

133 CUSTODIAN-ENGINEER III  
056A CUSTODIAN-ENGINEER III--LIBRARY

		20-yr.
	(1)	(2)
01/06/07	22.15	23.34
		(3)
		23.49

GRADE 06U

585 MAINTENANCE WORKER

		20-yr.
	(1)	(2)
01/06/07	22.25	23.13
		(3)
		23.29

GRADE 07U

			20-yr.
	(1)	(2)	(3)
01/06/07	21.78	22.68	22.84

GRADE 08U

			20-yr.
	(1)	(2)	(3)
01/06/07	22.15	23.04	23.20

GRADE 09U

286A OPERATING ENGINEER

378 PUMPING ENGINEER II

602A WATER TREATMENT PLANT OPERATOR II

			20-yr.
	(1)	(2)	(3)
01/06/07	23.08	24.01	24.16

GRADE 10U

420 SEWER PUMPING STATION OPERATOR

			20-yr.
	(1)	(2)	(3)
01/06/07	24.10	24.97	25.12

GRADE 11U

624A CHEMICAL FEED SYSTEM REPAIRER

			20-yr.
	(1)	(2)	(3)
01/06/07	23.73	24.65	24.81

GRADE 12U

			20-yr.
	(1)	(2)	(3)
01/06/07	25.06	26.08	26.23

GRADE 13A

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	1187.48	1235.57	1279.85	1327.99	1379.77	1437.06	1466.55	1503.54

GRADE 13M

234 CUSTODIAN (LIGHT DUTY)

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	964.62	996.74	1028.88	1062.30	1099.81	1137.23	1161.39	1186.73

GRADE 13U

	(1)	(2)	20-yr. (3)
01/06/07	20.16	21.08	21.24

GRADE 15U

	(1)	(2)	20-yr. (3)
01/06/07	21.73	22.92	23.07

GRADE 16U

464 SUPERVISING STATIONARY ENGINEER

	(1)	(2)	20-yr. (3)
01/06/07	22.92	23.81	23.96

GRADE 017

	(1)	(2)	(3)	(4)	(5)	(6)	10-yr. (7)	15-yr. (8)
01/06/07	1032.57	1070.59	1110.03	1152.41	1197.72	1245.98	1278.12	1307.35

GRADE 17A

519 SECURITY OFFICER-WATER UTILITY

228B SECURITY/SAFETY OFFICER-LIBRARY

							10-yr.	15-yr.
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
01/06/07	1248.82	1289.10	1330.90	1375.87	1424.37	1478.30	1515.52	1549.26

GRADE 17U

806 TRAINEE (CUSTODIAN ENGINEER)

			20-yr.
	(1)	(2)	(3)
01/06/07	10.87	11.21	11.37

GRADE 18U

188A CUSTODIAL WORKER

	Start	6 mo.	1-yr.	2-yr.
	(1)	(2)	(3)	(4)
01/06/07	15.68	16.15	16.49	17.07

GRADE 20U

216A BUILDING MAINTENANCE ENGINEER

		20-yr.
	(1)	(2)
01/06/07	23.17	23.32

GRADE 21U

656A PARK SECURITY OFFICER (Parks)

	0-500	501-1000	1001-1500	1501+
	Hours	Hours	Hours	Hours
	(1)	(2)	(3)	(4)
01/06/07	10.55	11.18	11.82	12.70

GRADE 22U

117B POLICE SECURITY RANGER (Police)

	Start	6 mo.	1-yr.	2-yr.	3-yr.	4-yr.	5-yr.
	(1)	(2)	(3)	(4)	(5)	(6)	(7)
01/06/07	10.55	12.24	12.70	13.35	13.97	14.45	15.41

**BENEFITS:****VACATION**

<u>Years of Service</u>	<u>Days of Vacation</u>
1st year thru 4th year	12 - (.0462) P
5th year thru 9th year	18 - (.0693) J
10th year thru 15th year	21 - (.0808) E
16th year thru 23rd year	25 - (.0962) G
24th year and thereafter	28 - (.1077) R

Vacation accrual rate shall be determined based on calendar years of service for both part-time and full-time employees.

**HOLIDAY ELIGIBILITY**

In order to be eligible for a holiday with pay, an employee must be employed as of the date of the holiday and have paid hours on the payroll for that pay period. For purposes of this section only, non-holiday hours paid include hours actually worked, vacation time, compensatory time, paid leave and sick leave.

**2007 HEALTH INSURANCE**

**Single:** The Employer will contribute \$361.61 - \$487.05 for the 2007 single insurance contribution depending on the employee's plan choice.

**Family:** The Employer will contribute \$901.86 toward the cost of all plans, for those employees choosing a family plan.

**SEVERANCE PAY**

The employee must have a minimum of 12 years of service and 600 hours of sick leave credits at the time of his/her separation of service from the City.

Minimum 12 years of service and accrued sick leave credits of:	Severance
600	\$ 4,000
700	\$ 5,000
800	\$ 6,000
900	\$ 7,000
1000	\$ 8,000
1100	\$ 9,000
1200	\$10,000
1300	\$11,000
1400	\$12,000
1500	\$13,000
1600	\$14,000
1700	\$15,000

### **SEVERANCE PAY (Continued)**

\*For the purpose of this Article, service requirements for severance eligibility will not include years of service with School District #625 for employees hired by the City or transferred to the City after December 31, 1998.

For any employee who is eligible to receive severance from the City under this Article, the City will contribute 105% of the full amount of their severance payment to a post-employment health plan in lieu of any cash payment to the employee.

### **SICK LEAVE ACCRUAL**

Effective January 6, 2007: Sick leave shall be accumulated at the rate of .0539 per hour for each hour on the payroll, excluding overtime (14 days per year).

### **OUT OF TITLE**

After 15 consecutive days

### **SICK LEAVE CONVERSION**

180 days of accumulated sick leave - employee may convert up to 10 days sick leave for 5 days vacation. The maximum number of days' vacation allowed by the conversion of sick leave credits shall be no more than five days in any one "vacation year".

### **FUNERAL LEAVE**

Employee shall be granted such leave to attend the funeral of the employee's grandparent or grandchild and as much time as the Employer deems necessary for the death of the employee's mother, father, spouse, child, brother, sister, mother-in-law, father-in-law or other person who is a member of the household.

### **SICK LEAVE USAGE**

In the case of a serious illness or disability of an employee's child, parent, or household member, the head of the department shall grant leave with pay in order for the employee to care for or make arrangements for the care of such sick or disabled persons. Such paid leave shall be drawn from the employees accumulated sick leave credits. Use of such sick leave shall be limited to 40 hours per incident.

### **REINSTATEMENT RIGHTS AFTER LAYOFF**

Two years

### **OVERTIME**

Compensatory time on a time and one-half basis or by being paid on a time and one-half basis for such overtime work.

### **CALL IN PAY**

When an employee is called to work he/she shall receive two (2) hours pay if not put to work. If an employee is called to work and commences work, he/she shall be guaranteed four straight time hours pay, or one and one-half (1.5) times the employee's normal hourly rate for the actual number of hours worked, whichever is greater.

### **DEFERRED COMPENSATION**

**2006:** The City will provide \$200 per year matching deferred compensation contribution for employees with one year of service. (See Article 22 for eligibility requirements). To be paid by April 1, 2007.

### **NIGHT DIFFERENTIAL**

5% of base rate paid only for those night shifts actually worked\*:

- To any employee who works on a regularly assigned shift beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., provided that at least five (5) hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the entire shift.
- To any employee who works on a regularly assigned shift, beginning earlier than 6:00 a.m. or ending later than 6:00 p.m., but less than five hours of the shift are worked between the hours of 6:00 p.m. and 6:00 a.m., there shall be paid a night differential for the hours worked between the hours of 6:00 p.m. and 6:00 a.m.
- Employees working at the Water Utility's Filtration Plant and who are regularly assigned to a shift which begins at 2:30 p.m.

\*Differential does not apply to employees holding titles listed "Special Employments".

### **PREMIUM PAY**

\$.25 per hour for all swing stage work, such as any work performed from a boatswain's chair or a swing scaffold, fifty (50) feet or more above the ground.

### **SAFETY SHOES**

\$75.00 per year toward a safety shoe allowance. The contribution shall be made as a cash payment to be placed on the paycheck. For 2005 only, employees with accumulated safety shoe balance as of December 31, 2004, shall be allowed to utilize this balance on a reimbursement basis only. Any remaining balance as of December 31, 2005 shall be forfeited by the employee. This reimbursement shall be made only after investigation and approval by the immediate supervisor of that employee. The Employer contribution shall apply only to those employees who are required by the Employer to wear protective shoes or boots.

For full-time permanent Police Security Rangers and \*Park Ranger the Employer agrees to pay \$75.00 per calendar year toward the purchase of one pair of boots to a maximum benefit of \$150.00 should an employee not utilize the benefit during a previous calendar year.

### **UNIFORM ALLOWANCES**

Newly hired employees shall receive a one-time reimbursement for initial uniform items purchased up to \$289.00. Current employees who have participated in the uniform program in the previous year will receive \$100 per calendar year toward the cost of replacement.

The City shall furnish uniforms at no cost to employees required to wear a uniform who work in the Sewer Division of the Public Works Department.

The Parks & Recreation Department shall furnish uniforms at no cost to employees in the title of Park Security Officer.

The Police Department shall furnish uniforms at no cost to employees in the title of \*Park Ranger and Police Security Ranger.